

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Act also permits polygraph testing, subject to restrictions of certain employers of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

FED U.S. Equal Employment Opportunity Commission Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

TX Minimum Wage Law An individual has two years from the date wages were due to file a lawsuit to recover the unpaid wages plus an additional equal amount as liquidated damages. The employer can be assessed monetary penalties.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION LEAVE ENTITLED STATES Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

FED EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

TX Child Labor Laws Texas Workforce Commission Labor Law Section, Child Labor Enforcement U.S. Department of Labor Wage and Hour Division

TX Workforce Commission Attention Employees Your employer reports your wages to the Texas Workforce Commission. If you become unemployed or your work hours are reduced, you may be eligible for unemployment benefits payments.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

TX Child Labor Laws Texas Workforce Commission Labor Law Section, Child Labor Enforcement U.S. Department of Labor Wage and Hour Division For further information about Texas' child labor laws, call: 1-800-832-9243 (In Texas only) TDD 1-800-735-2989

TX NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS COVERAGE: [Name of employer] has workers' compensation insurance coverage from [name of commercial insurance company]

FED Job Safety and Health IT'S THE LAW! OSHA Occupational Safety and Health Administration All workers have the right to: A safe workplace. Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness.

TX NOTICE TO EMPLOYEES CONCERNING ASSISTANCE AVAILABLE IN THE WORKERS' COMPENSATION SYSTEM FROM THE OFFICE OF INJURED EMPLOYEE COUNSEL Have you been injured on the job? As an injured employee in Texas, you have the right to free assistance from the Office of Injured Employee Counsel (OIEC).

TX EQUAL EMPLOYMENT OPPORTUNITY IS ... IGUALDAD DE OPORTUNIDADES EN EL EMPLEO ES ... The Law in Texas The law prohibits employers, employment agencies and labor unions from denying equal employment opportunities in hiring, promotion, discharge, pay, fringe benefits, membership, training, and other aspects of employment.

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